

Chapter

9

Appendices

APPENDIX 1 Record of Submissions received by the Luton Review Group

9.1 The Review Group is very grateful for all the 40 submissions from the Deanery. Only one parish did not offer a submission, some produced several.

Replies were received from a mixture of Incumbents, other Clergy, Readers, Churchwardens, Deanery Synod Members, individual PCC members and several PCC's.

9.2 This is a synopsis of comments received:

2. What are your hopes for the Luton Review?

- Clear vision
- Mixed economy of Church life
- Validate different approaches
- Focus thinking
- Working together
- Radical changes
- Streamline Deanery - reduce overheads
- "Without fear or favour"
- Outreach to young people/families
- Mission focussed
- Ruthless, not put off by personal preferences

- Ecumenical solutions
- Learn from other urban Deaneries
- Remember the Rural Churches
- Fair distribution of workload
- 5 or 10 yr plan
- Appropriate parishes groupings
- Concerns for schools especially Wenlock

3. Have you any concerns or anxieties about the Luton Review? What are they?

- Will views be listened to?
- Badly set up :- by-passing Deanery Pastoral Committee
- Man centred not God centred
- Nothing will change
- Will we get a real feel for things
- Consistency
- Delays - and short time scale
- Duplication of effort
- No lay involvement
- Each church is different - needs individual review
- Avoid hard decisions - water down to compromise
- Talking shop
- Won't be realistic about potential for changes
- Won't take differences within Luton into account
- It must call the right shots

- Deanery might not respond positively
- Ecumenism glossed over
- Fail to bring answers
- Will there be church closures?
- No parameters given
- Will staffing levels be affected
- Some would take review personally, some parishes might make the review unworkable
- Recommendations must be thoroughly reviewed before implementation
- Anglican presence in the Community
- Outreach
- The "over my dead body" syndrome
- Abilities and needs of the over 55s undervalued with over emphasis on the young
- Efficient deployment of clergy
- What can the Church afford
- Workload not proportionate to size
- Church "Always after your money"
- Effective disestablishment of Church of England vs Islam

4. What in your opinion are the key issues which the Luton Review must address?

- Over churched Deanery
- Over staffed
- Not enough Clergy/Readers
- Retiring clergy
- Strategy of deployment Society/Church gap
- Tensions between traditions in dialogue between faiths
- Parochial-ness
- What is the Church for?
- Maintenance and Mission tension
- Southern Hemisphere vibrancy
- Luton growing multi-faith and multi-ethnic
- Support Wenlock School
- How can you tell whether Clergy are working hard or not?
- Care for elderly
- Lay ministry initiatives
- Meaningful discussions between traditions
- Clergy Teams for flexibility
- Regenerate Parishes

5. What, in your opinion, are the key theological, pastoral and other principles which must inform the Luton Review?

- Ecumenism
- Boundary flexibility
- Tensions between eclectic and local churches
- Holiday/time off for clergy restricted in some parishes - no cover
- Working at the edges of society
- Working outside church buildings
- Deanery should be the working unit
- Learning from one another
- Large pastoral work volume in some parishes
- Influence of retired clergy
- Greater use of NSMs
- Avoid ghettoism
- Greater participation and responsibility for laity
- Theology needs to be understandable
- Intellectual defensibility against secularization

6. Please describe your parish (or your sector ministry)

- Examples of good interfaith relationships
- Some meet quota
- Children and teenage gap cyclical
- Inter-church events tend to favour the evangelical parishes
- Good examples of open youth work
- What about evening services?
- Good school relationships
- Social and Community activities in many parishes
- Personal danger for some in every day ministry
- "Church family" means something

7. What factors enable fulfilment of this God given ministry?

- Luton "ahead of the game" in terms of social change
- Mixed economy of network and Parish based churches

8. What factors hinder the fulfilment of this God given ministry?

- Building restrictions
- No laity available during the day
- Fear of going out at night
- Lack of clergy and Readers
- Administration falling to the Vicar
- Preschool work affected by free preschool provision
- Not everyone wants to be in a house group
- Some static congregations without experiences of other churches
- Parish Share
- Locked Churches
- Lack of lay leadership
- Buildings can put people off

- Sudden change
- Ageing congregation
- Misperceptions of church - too old/too modern
- Lack of welcome to new people
- Homeowner congregations
- Lack of willing workers
- Lack of prayer and spiritual growth
- Church buildings in wrong places
- Changes hindered by the "few"
- Relationship between age groups
- Non user-friendly language
- Hanging on to what is safe and what we've always done
- Not worshipping together

9. What course of action might the Luton Review recommend which would make a real difference to your parish or sector ministry?

- Resourcing churches
- Church planting
- Diocesan help with Health & Safety and Child Protection issues
- Breaking down parochial boundaries
- Split Deanery in 2 or even 3 - to worship and work together
- Reduce Parish Share
- Deanery Synod vs Transforming Luton
- Sharing experience, sharing activities
- Sector ministries
- Lay training
- Combined worship and social activities regularly
- Amalgamations of parishes not welcome but perhaps necessary

10. Collaboration

- see replies - too many to quote!

11. What role for Deanery do you see? How can the Deanery act to serve and encourage the parishes? What things can be done best as a Deanery?

- Share best practice
- New forms of ministry and networks
- Scrap Deanery
- Deanery Synod needs to be interesting
- Deanery helping educate, equipping training - and administration
- Deanery as local unit - making policy and proactive
- Breaking down barriers between traditions
- Raise Church of England in public life
- Reviewing parish share
- Sector Ministry
- Line Management
- Lent Courses
- A minibus
- Exchange views

12. Ecumenism

- Varied picture - see replies
- Churches Together in Luton nominal to some, "tries" to others.
- Transforming Luton seen more effective by some
- Evangelical churches seen as/experienced as threat to other traditions

13. What specific 'Luton wide' issues present opportunities and challenges to the Church in Luton? How should the Church respond? Does the Deanery itself have a role?

- Over-churched, overstaffed, under-funded
- Area Dean(s) - no parish of their own so can support parishes
- New expressions of Church, networking Church
- Deanery - big picture
- Church missed out on "Voluntary Action Luton"
- Transient Population in some parts / students
- Does Deanery have a role?
- Racial Mix
- Maintaining Anglican identity
- Paid Youth Leaders for Deanery
- Changing patterns of employment
- Church needs heightened public profile
- Disappearance of Christianity in Schools
- Anglican Methodist Covenant
- Deanery-wide Alpha/Emmaus type courses
- Unemployment
- Debt
- Need more clergy

14. What emerging or new patterns of church and ministry appear to have relevance for the life and mission of the Church in Luton and for the Deanery? Are any of these being developed in Luton already?

- Fragmented society
- Evangelical churches in the centre seem to impact on the local community

- Deanery must accept challenge
- Putting aside our preferences
- Refreshing parts of the community other churches cannot reach
- Move away from Sunday based Church
- Church halls serve communities in smaller congregations
- Is Deanery too large?
- Industrial chaplaincy/workplace ministry
- Maximize use of church buildings
- Move away from weekly attendance pattern
- Contact with social services, police etc needs improving
- Cell Church vs Traditional Church of England
- Church Plants